



Our SPED Model



Collaborative



Modified



Life Skills



Behavior Support



Related Services

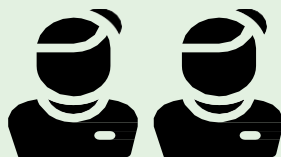


Paraprofessionals

Our 2022-23 Team



Collaborative



Modified



Life
Skills



Behavior
Support



Paraprofessionals



Recommendations

Areas of Opportunity



Job-alike
mentorship and
professional
development



Enhanced
benefits



Increasing
compensation and
training for
paraprofessionals
and substitutes



Job-alike mentorship and professional development

- Special education is a very diverse field.
- New teachers must have access to quality mentors who understand the complexities of their specific role, as well as the opportunity to observe experienced teachers in similar roles.
- All special education teachers could benefit from increased interaction with peers in the same teaching role. This can be accomplished by networking across campuses.



Enhanced benefits

- As the cost of living rises, providing teachers with an enhanced set of benefits could make the teaching profession more sustainable.
- Examples: affordable childcare, affordable housing, gas mileage reimbursement

Increasing compensation and training for paraprofessionals and substitutes

- Districts are struggling to attract and retain educators in these positions, and the resulting staff shortages are contributing to burnout for teachers.
 - Many beginning paraprofessionals and substitutes have no training or experience in special education, and it can be difficult to adequately train them on the job.
 - Creating a pool of trained special education substitutes could increase opportunities for new teacher and paraprofessional training.
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Thank
You!